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INTERNET FORM NLRB-501 (2-08)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NO	OT WRITE IN THIS SPACE
Case	Date Filed
19-CA-16915	2-4-16

	INS	TRU	ICT	IQ1	IS:
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NSTRUCTIONS:		<u> </u>
file an original with NLRB Regional Director for the region in which		rring.
	AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-266-1000
Amazon		
		c. Cell No.
d Address (Street site state and 7/7 seeds)	e. Employer Representative	f. Fax No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a Mail
440 Torne Ava N		g. e-Mail
440 Terry Ave N		The state of the s
Seattle, WA 98109		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
k. The above-named employer has engaged in and is engagin	a in unfair labor practices within the meaning of a	cartion 9(a), subsections (1) and //iet
Control to the control of the contro	A IL DINGLE INCOME TO STATE OF	ection o(a), subsections (1) and (iist
subsections)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mean		unfair practices affecting commerce
within the meaning of the Act and the Postal Reorganization	n Act.	
2. Basis of the Charge (set forth a clear and concise statemen	nt of the facts constituting the alleged unfair labor	practices)
	The state of the s	p. 400000,
Acces to the second of the sec	(b) (6	(b) (7)(C) (b)(5) (c)
Within the past six months, the above-named emp	ployer has discriminated against (D) (O	), (b) (7)(c) by discharging
on about (b) (6), (b) (7)(C) 2015, in retaliation for en	gaging in protected, concerted activity,	specifically for raising issues
regarding lack of training and lack of managerial s		₹2 E
	2	
e p		8
3. Full name of party filing charge (if labor organization, give fi	in name including local name and number	The state of the s
TOTAL MEN CONTROL MANAGEMENT AND ADMINISTRATION	uir name, including local name and number)	
(b) (6), (b) (7)(C)		
43 Address (Street and number city state and 7/D code)		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code)	2	40. (el. No.
N		Ac Cell No. (b) (c) (b) (7)(c)
(b) (6), (b) (7)(C)		4c. Celi No. (b) (6), (b) (7)(C)
		4d. Fax No.
		40. Tax 140.
g g		4e. e-Mail
		20.00
···	• • • • • • • • • • • • • • • • • • • •	A
5. Full name of national or international labor organization of v	which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor
organization)		
6. DECLARATIO		Tel. No.
I declare that I have read the above charge and that the statement	ts are true to the best of my knowledge and belief.	
(D) $(D)$ $(D)$ $(D)$		
	(6), (b) (7)(C) an individual	Office, if any, Cell No.
100	(6), (b) (7)(C) an individual	(b) (6), (b) (7)(C)
- Tel	(6), (b) (7)(C) an individual (Print/type name and title or office, if any)	
27 TH		(b) (6), (b) (7)(C)  Fax No.
i de ser		(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)  Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006

Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

March 2, 2016

NICOLE A. BUFFALANO, ATTORNEY MORGAN LEWIS & BOCKIUS, LLP 300 SOUTH GRAND AVENUE, 22ND FLOOR LOS ANGELES, CA 90071-3132

JOSEPH C. RAGAGLIA, ATTORNEY MORGAN, LEWIS & BOCKIUS LLP 1701 MARKET ST PHILADELPHIA, PA 19103

Re: Amazon

Case 19-CA-169151

### DEAR MS. BUFFALANO, AND MR. RAGAGLIA:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS

Ronald & Hooks

Regional Director

cc: AMAZON

440 TERRY AVE N

SEATTLE, WA 98109-5210

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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INTERNET FORM NLRB-501 (2-08)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WR	ITE IN THIS SPACE	
Case 19-CA-173302	Date Filed 4/1/2016	

INCTOL	ICTIONS	

The an original with NERB Regional Director for the region in which to	GAINST WHOM CHARGE IS BROUGHT	mg.
a. Name of Employer		b. Tel. No. (206) 454-8977
Security Industry Specialists, Inc., and Amazon, as joint employers		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
SIS: 1415 Western Ave., Seattle, WA 98101 Amazon: 440 Terry Ave N., Seattle, WA 98109		g. e-Mail
		h. Number of workers employed 100+
<ul> <li>Type of Establishment (factory, mine, wholesaler, etc.) security</li> </ul>	j. Identify principal product or service security services	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and (list
subsections)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization	ng of the Act, or these unfair labor practices are u	
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor p	practices)
From about November 1, 2015, to the present, the		
supervisors, managers, and/or guards observe uni		,
, , ,		
Within the last six months, the above-named employer	overs unlawfully suspended and then te	erminated (b) (6), (b) (7)(C) in
retaliation for engaging in protected concerted acti		
0-3 3 p	***	
Within the last six months, the above-named empl	oyers unlawfully suspended (b) (6), (b	) (7)(C) in retaliation for
engaging in protected concerted activity.	(0), (0),	
2 Full	U	
(b) (6), (b) (7)(C), an individual	ii name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4d. Fax No.
		4e. e-Mail
		Constitution in the second sec
		(b) (6), (b) (7)(C)
<ol> <li>Full name of national or international labor organization of w organization)</li> </ol>	hich it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor
6. DECLARATION	V	Tel. No.
I declare that I have read the above charge and that the statements		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	6), (b) (7)(C), an individual	Office, if any, Cell No.
By	(Print/type name and title or office, if any)	(b) (6), (b) (7)(C)
iy charge)	(глимуре пате апо ше от опісе, п апу)	Fax No.
	ul.l.	e-Mail
Address (b) (6), (b) (7)(C)	- 1 '   \ \ (date)	(b) (6), (b) (7)(C)
		· · · · · · · · · · · · · · · · · · ·

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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SEATTLE, WA

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# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006

Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

April 12, 2016

RYAN P. HAMMOND, ATTORNEY LITTLER MENDELSON PC ONE UNION SQUARE 600 UNIVERSITY ST, STE 3200 SEATTLE, WA 98101-3122

AMAZON 440 TERRY AVE N SEATTLE, WA 98109-5210

Re: Security Industry Specialists, Inc., and

Amazon, as joint employers

Case 19-CA-173302

Dear Mr. HAMMOND:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS

Ronald & Hocks

Regional Director

cc:

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

SECURITY INDUSTRY SPECIALISTS, INC. 1415 WESTERN AVE, SUITE 300 SEATTLE, WA 98101 Form NLRB - 501 (2-08)

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

### **CHARGE AGAINST EMPLOYER**

Security Industry Specialists, Inc. and Amazon, as joint employers

a. Name of Employer #1 (See additional employers in attachment)

INSTRUCTIONS:

d. Address (street, city, state ZIP code)

Seattle, WA 98101

Security Contractor

1415 Western Ave., Suite 300,

i. Type of Establishment (factory, nursing home, hotel)

DO NOT WRI	TE IN THIS SPACE
Case	Date Filed
19-CA-174905	4-21-2016

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

e. Employer Representative

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor

b. Tel. No.

c. Cell No.

f. Fax No.

g. e-Mail

j. Principal Product or Service

Security Services

(206)454-8977

practices are untail practices affecting commerce within the meaning of the Act and the Postal Reorga	anization Act.
Within the last six months, the above-named employers gave the impression of manager, and/ or guards observe union organizers on site visits.	surveillance by having supervisors,
Within the last six months, the above-named employers unlawfully suspended a in retaliation for engaging in protected concerted activity.	and then terminated (b) (6), (b) (7)(C)
Within the last six months, the above-named employers unlawfully suspended engaging in protected concerted activity.	(b) (6), (b) (7)(C) in retaliation for
3. Full name of party filing charge (if labor organization, give full name, including local name and number (b) (6), (b) (7)(C)	ber)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.
	(b) (6), (b) (7)(C) 4d. Fax No.
	4e, e-Mail (b) (6), (b) (7)(C)
<ol><li>Full name of national or international labor organization of which it is an affiliate or constituent unit ( organization)</li></ol>	to be filled in when charge is filed by a labor
<ol> <li>DECLARATION         I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.     </li> </ol>	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signa   Print Name and Title	Fax No.
Addre	e-Mail (b) (6), (b) (7)(C)

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NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### **Additional Employer Information**

Employer #2

a. Name of Employer	<del></del>	b. Tel. No.
Amazon		(206)266-1000
		c. Cell No.
d. Address (street, city, state ZIP code) 440 Terry Ave N, Seattle, WA 98109-5210	e. Employer Representative	f. Fax No.
i. Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	g. e-Mail
internet retailer	sales of various goods and services	

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RECEIVED-ALRB-REGION IS



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 32 1301 Clay St Ste 300N Oakland, CA 94612-5224

Agency Website: www.nlrb.gov Telephone: (510)637-3300 Fax: (510)637-3315

May 24, 2016

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Re: Security Industry Specialists and Amazon,

Joint Employers Case 19-CA-174905

Deat(b) (6), (b) (7)(C):

440 TERRY AVE N

SEATTLE, WA 98109-5210

cc:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

GEORGE VELASTEGUI

Regional Director

AMAZON TOM MAJORSACK

SECURITY INDUSTRY SPECIALISTS,

George Velastegui

INC.

1415 WESTERN AVE STE 300 SEATTLE, WA 98101-2098